Department of Corrections
WASHINGTON STATE

Notable Facts: Did you know?

Equal Employment Opportunity Month

Section 1 DAC

Disability

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

Pregnancy Discrimination

The Pregnancy Discrimination Act (PDA) forbids discrimination based on pregnancy when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, such as leave and health insurance, and any other term or condition of employment.

Religious

Religious discrimination involves treating a person (an applicant or employee) unfavorably because of his or her religious beliefs. The law protects not only people who belong to traditional, organized religions, such as Buddhism, Christianity, Hinduism, Islam, and Judaism, but also others who have sincerely held religious, ethical, or moral beliefs
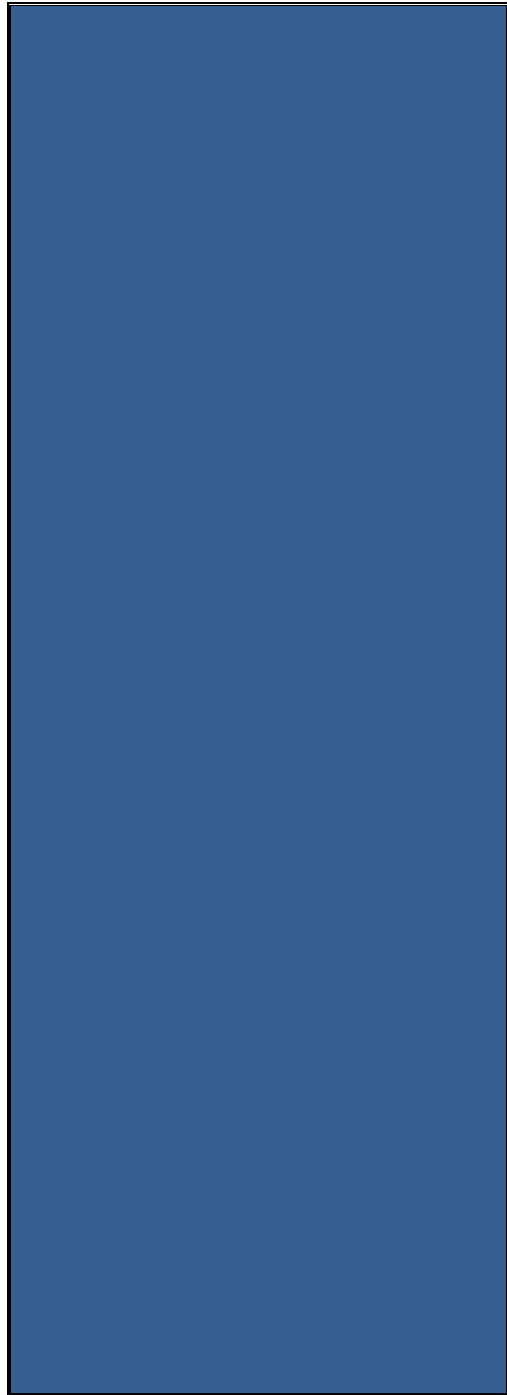

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

"Congress created the EEOC to give life to Title VII of the Civil Rights Act of 1964. We opened our doors on July 2, 1965, one year after President Johnson signed this transformative act into law," Commission Chair Jenny R. Yang reminded the audience at EEOC's July 2 commemoration event for staff. Title VII prohibits employment discrimination based on race, color, religion, sex, and national origin. EEOC also has responsibility for enforcing the Age Discrimination in Employment Act, the Equal Pay Act, the Americans with Disabilities Act, and the Genetic Nondiscrimination Information Act. The agency protects equal employment opportunity for all.

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